

**DFC CO 04**



DEPARTMENT OF THE NAVY

(b)(6), (b)(7)(c)

1611  
Ser N01L  
3 Apr 19

THIRD ENDORSEMENT on (b)(6), (b)(7)(c) ltr 1611 Ser N00L/063  
of 19 Feb 19

From: (b)(6), (b)(7)(c)  
To: Commander, Navy Personnel Command (PERS-834)

Subj: DETACHMENT FOR CAUSE ICO CDR (b)(6), (b)(7)(c) USN

1. Forwarded, concurring with the request and recommendations of (b)(6), (b)(7)(c)  
(b)(6), (b)(7)(c) that CDR (b)(6), (b)(7)(c) be detached for cause, and not made to show cause for retention in the Naval  
service. Separately, I recommend that he be removed from any promotion lists if applicable.

3. My point of contact for this matter is CAPT (b)(6), (b)(7)(c) IAGC USN (b)(6), (b)(7)(c)  
He may be reached at (b)(6), (b)(7)(c)

(b)(6), (b)(7)(c)

Copy to:  
(b)(6), (b)(7)(c)  
CDF (b)(6), (b)(7)(c)



DEPARTMENT OF THE NAVY

(b)(6), (b)(7)(c)

1611  
Ser N00L/115  
6 Mar 19

SECOND ENDORSEMENT of (b)(6), (b)(7)(c) tr 1611 Ser N00L/063  
of 19 Feb 19

From: (b)(6), (b)(7)(c)

To: Commander, Navy Personnel Command (PERS 834)

Via: (b)(6), (b)(7)(c)

Subj: DETACHMENT FOR CAUSE ICO CDR (b)(6), (b)(7)(c) USN

1. Forwarded, recommending approval of detachment for cause.

2. My point of contact for this matter is LCDR (b)(6), (b)(7)(c) IAGC, USN, who may be  
contacted at (b)(6), (b)(7)(c) or (b)(6), (b)(7)(c)

(b)(6), (b)(7)(c)

Copy to:  
CDF (b)(6), (b)(7)(c)

4 MAR 2019

From: CDR (b)(6), (b)(7)(c) USN  
To: Commander, Navy Personnel Command, (PERS-83)  
Via: (b)(6), (b)(7)(c)

Subj: DETACHMENT FOR CAUSE ICO CDR (b)(6), (b)(7)(c), USN

Ref: (a) MILPERSMAN 1611-020  
(b) Commander (b)(6), (b)(7)(c) ltr N00L/Ser dtd 19 Feb 19  
(c) JAGMAN Ch. 2  
(d) U.S. Naval Regulations

Encl: (1) Itinerary for CDR (b)(6), (b)(7)(c) dtd 2 Jan 2019

1. In accordance with reference (a), the following statement is provided in response to reference (b).

2. I accept responsibility for my actions as Commanding Officer, and I accept that my performance was not perfect. Likewise, I accept (b)(6), (b)(7)(c) authority to request a detachment under reference (a). However, respectfully disagree with the basis suggested in reference (a) and believe a full understanding of the facts was not developed prior to taking this action. I believe, with a full understanding of the facts, detachment for cause is not warranted in this case.

3. Specifically related to the allegation that I unlawfully ordered a subordinate not to participate in the (b)(6), (b)(7)(c) investigation, I would like to explain:

a) From the period of 03-12 Jan 19, I was on travel from my core assignment in (b)(6), (b)(7)(c). I had arranged travel to (b)(6), (b)(7)(c) to conduct NJP on Sailors under my Command. (see attached itinerary). I also had plans in place to travel to (b)(6), (b)(7)(c) around mid-Jan to see the Sailors and potentially deal with a Sailor who was insubordinate to a Chief Petty Officer in which my CMC, CMDCM (b)(6), (b)(7)(c) kept me abreast.

b) I arrived for (b)(6), (b)(7)(c) and FITREP debrief on 08 Jan 19 in (b)(6), (b)(7)(c). I also used the remainder of the day to conduct CO's Mast preparations. On 09 Jan 19, I conducted NJP on two Sailors in (b)(6), (b)(7)(c) and also had an Office Call with the new (b)(6), (b)(7)(c).

c) On 10 Jan 19, I used the day to wrap up administrative matters and attended an (b)(6), (b)(7)(c). While there, I received a phone call from my XO, CDR (b)(6), (b)(7)(c) informing me that an investigation was starting (b)(6), (b)(7)(c). We also talked about other things occurring in the Command. I recall telling him to have them hold off until I received official notification from an authoritative source because I believed it could have been my own (b)(6), (b)(7)(c) members attempting to initiate an investigation on their own which they didn't have the authority to do. I realized that if that was the case, as I was going to (b)(6), (b)(7)(c) and I

could/would handle any issues under my purview. The Command Master Chief and I were already discussing matters expressed from (b)(6), (b)(7)(c) and had a plan. At no point do I recall my XO advising me that he received an official investigation notice from (b)(6), (b)(7)(c) was conducting the investigation.

d) On 11 Jan 19, I was flying out back to (b)(6), (b)(7)(c) from (b)(6), (b)(7)(c) and checked my email via phone and found that my ISIC (b)(6), (b)(7)(c) had been notified of an investigation by (b)(6), (b)(7)(c) in which he provided guidance to me. As the CO, I was never notified by (b)(6), (b)(7)(c) or any (b)(6), (b)(7)(c) staff regarding this matter. I immediately followed up with XO and my (b)(6), (b)(7)(c) OIC via text message that we officially had an investigation on the table that we will participate in way they, (b)(6), (b)(7)(c) needed us. Text messages from 11 Jan 19 are available to support this. Both the XO and (b)(6), (b)(7)(c) OIC received and acknowledged my direction.

4. I disagree with the assessment that during my command (b)(6), (b)(7)(c) had poor maintenance practices, poor communications, questionable operational readiness, and inaccurate accounting. I understand these things are largely a matter of perspective, but in order to put into context the issues faced, you have to understand the scope of operations being conducted.

a) I took command on (b)(6), (b)(7)(c) 18 leading (b)(6), (b)(7)(c) and almost immediately personnel executed (b)(6), (b)(7)(c). The very next week we also successfully conducted (b)(6), (b)(7)(c). During this time, I was also instrumental in the development of the (b)(6), (b)(7)(c) brief that was eventually approved by (b)(6), (b)(7)(c). Additionally, (b)(6), (b)(7)(c) conducted various (b)(6), (b)(7)(c) events and attended (b)(6), (b)(7)(c) in preparation for (b)(6), (b)(7)(c) at the end of February.

b) In March (b)(6), (b)(7)(c) participated in the ISIC (b)(6), (b)(7)(c) Inspection, and began conducting Pre-Deployment Site Surveys for their upcoming deployment beginning in (b)(6), (b)(7)(c) 2018. (b)(6), (b)(7)(c) ultimately passed the inspection with a score of ABOVE STANDARDS on 16 March.

c) In April, (b)(6), (b)(7)(c) continued their Pre-Deployment Site Surveys, conducted (b)(6), (b)(7)(c) and participated in the (b)(6), (b)(7)(c) receiving a score of 91%. The Pre-Deployment Site Surveys were conducted in (b)(6), (b)(7)(c) during the first two weeks of April beginning with the Commanding Officer of (b)(6), (b)(7)(c). Throughout the entirety of April, each Company within (b)(6), (b)(7)(c) completed their (b)(6), (b)(7)(c) and respective (b)(6), (b)(7)(c).

d) In May (b)(6), (b)(7)(c) completed its (b)(6), (b)(7)(c) with a score of 91% overall and certified (b)(6), (b)(7)(c) to deploy overseas and exhibiting the capabilities they attained throughout their Training Cycle through to (b)(6), (b)(7)(c) with their successful completion. To add, (b)(6), (b)(7)(c) was the first (b)(6), (b)(7)(c) in the (b)(6), (b)(7)(c) to qualify and certify a (b)(6), (b)(7)(c).

e) In June, (b)(6), (b)(7)(c) participated in (b)(6), (b)(7)(c) and the attached reserve component conducted their (b)(6), (b)(7)(c) participated

Subj: DETACHMENT FOR CAUSE ICO CDR (b)(6), (b)(7)(c) USN

in (b)(6) from 8 June to 15 June and successfully completed all requirements outlined by (b)(6), (b)(7)(c) for their upcoming disaggregated worldwide deployment in (b)(6), (b)(7)(c) 2018 receiving an overall score of 93%. The (b)(6), (b)(7)(c) reserve component of (b)(6), (b)(7)(c) personnel completed their tailored (b)(6), (b)(7)(c) in late June, certifying their readiness to deploy ultimately augmenting (b)(6), (b)(7)(c) forces (b)(6), (b)(7)(c)

f) In July (b)(6), (b)(7)(c) finalized their pack-out for their upcoming (b)(6), (b)(7)(c) 2018 disaggregated deployment to the (b)(6), (b)(7)(c) and executed their (b)(6), (b)(7)(c) leave periods. In late July (b)(6), (b)(7)(c) (b)(6), (b)(7)(c) personnel deployed to their respective detachment sites throughout (b)(6), (b)(7)(c) (b)(6), (b)(7)(c)

g) In (b)(6), (b)(7)(c) Main Body deployed to the (b)(6), (b)(7)(c) to begin their (b)(6), (b)(7)(c) with (b)(6), (b)(7)(c) Specifically, on (b)(6), (b)(7)(c) transferred command authority to (b)(6), (b)(7)(c) in which I assumed duties as (b)(6), (b)(7)(c) Additionally (b)(6), (b)(7)(c) executed (b)(6), (b)(7)(c) in support of missions in (b)(6), (b)(7)(c) Lastly (b)(6), (b)(7)(c) (b)(6), (b)(7)(c) executed (b)(6), (b)(7)(c) on US Naval assets in (b)(6), (b)(7)(c)

h) In September (b)(6), (b)(7)(c) participated in (b)(6), (b)(7)(c) a bilateral exercise that enhances cooperation, mutual (b)(6), (b)(7)(c) capabilities and interoperability between the US (b)(6), (b)(7)(c) and completed (b)(6), (b)(7)(c) Training (b)(6), (b)(7)(c) with (b)(6), (b)(7)(c) Additionally (b)(6), (b)(7)(c) successfully executed the (b)(6), (b)(7)(c) also completed (b)(6), (b)(7)(c) Inspection resulting in an ABOVE STANDARDS score.

i) In October, each of (b)(6), (b)(7)(c) disaggregated detachment sites completed a (b)(6), (b)(7)(c) led (b)(6), (b)(7)(c) while (b)(6), (b)(7)(c) conducted (b)(6), (b)(7)(c) at near the same time. (b)(6), (b)(7)(c) was successful in all events. Furthermore (b)(6), (b)(7)(c) and (b)(6), (b)(7)(c) personnel conducted (b)(6), (b)(7)(c) In late October (b)(6), (b)(7)(c) executed (b)(6), (b)(7)(c) Inspections (b)(6), (b)(7)(c) on assets located in (b)(6), (b)(7)(c)

j) In November (b)(6), (b)(7)(c) executed (b)(6), (b)(7)(c) in support of missions in (b)(6), (b)(7)(c) and (b)(6), (b)(7)(c) on US Naval assets in the (b)(6), (b)(7)(c)

k) In December, (b)(6), (b)(7)(c) conducted an (b)(6), (b)(7)(c) Inspection (b)(6), (b)(7)(c) throughout each of their detachment locations with success resulting in an overall score of 98% (b)(6), (b)(7)(c) (b)(6), (b)(7)(c) executed a (b)(6), (b)(7)(c) with (b)(6), (b)(7)(c) Additionally (b)(6), (b)(7)(c) conducted their (b)(6), (b)(7)(c) executed (b)(6), (b)(7)(c) in support of missions in (b)(6), (b)(7)(c)

Subj: DETACHMENT FOR CAUSE ICO CDI (b)(6), (b)(7)(c) USN

1) (b)(6), (b)(7)(c) executed the first (b)(6), (b)(7)(c) Operation within the (b)(6), (b)(7)(c)

m) In January 2019 (b)(6), (b)(7)(c) began iterations of the (b)(6), (b)(7)(c) transfer – essentially (b)(6), (b)(7)(c) in support of the reduction. To add (b)(6), (b)(7)(c) completed (b)(6), (b)(7)(c) which provided a self-assessment of command programs and overall status.

n) On 20 Feb 2019 after a successful turnover (b)(6), (b)(7)(c) completed its mission and (b)(6), (b)(7)(c) assumed duties worldwide.

5. I believe that the safe and successful completion of the deployment and its mission in each of the deployment sites, as well as all inspections belies the notion that I, or (b)(6), (b)(7)(c) was failing. Specifically, (b)(6), (b)(7)(c) mission accomplishment was on par or greater than (b)(6), (b)(7)(c) (b)(6), (b)(7)(c) relieved in (b)(6), (b)(7)(c) 2018. I acknowledge that (b)(6), (b)(7)(c) faced numerous conduct issues as well as (b)(6), (b)(7)(c) and equipment challenges that caused strain on (b)(6), (b)(7)(c) (b)(6), (b)(7)(c) while deployed but the overall success achieved worldwide should not be forgotten or discounted.

6. Again, I recognize that (b)(6), (b)(7)(c) has both the authority and need to remove commanders they lack trust in; however, I do not believe the totality of the circumstances at (b)(6), (b)(7)(c) during my tenure rises to the level to warrant detachment for cause.

7. For the forgoing reasons I respectfully request that I not be detached for cause.

(b)(6), (b)(7)(c)



DEPARTMENT OF THE NAVY  
(b)(6), (b)(7)(c)

1611  
N00L/Ser 063  
19 Feb 19

From: (b)(6), (b)(7)(c)  
To: Commander, Navy Personnel Command (PERS-834)  
Via: (1) CDR (b)(6), (b)(7)(c) USN  
(b)(6), (b)(7)(c)  
(b)(6), (b)(7)(c)

Subj: DETACHMENT FOR CAUSE ICO CDR (b)(6), (b)(7)(c) USN

Ref: (a) MILPERSMAN 1616-020

Encl: (1) CDR (b)(6), (b)(7)(c) Letter of Instruction dtd 23 Nov 18 (b)(6), (b)(7)(c)  
(2) CDR (b)(6), (b)(7)(c) Letter of Instruction dtd 26 Nov 18 (b)(6), (b)(7)(c)  
(3) Preliminary Inquiry of 5 Feb-19  
(4) Acknowledgement of DFC by member

1. Per reference (a), I request CDR (b)(6), (b)(7)(c) USN be detached for cause from (b)(6), (b)(7)(c) by reason of my loss of confidence in CDR (b)(6), (b)(7)(c) ability to command.

2. CDR (b)(6), (b)(7)(c) has been assigned to (b)(6), (b)(7)(c) since (b)(6), (b)(7)(c) 2016 and has been performing duties as the Commanding Officer since (b)(6), (b)(7)(c) 2018.

3. CDR (b)(6), (b)(7)(c) has been relieved as (b)(6), (b)(7)(c) due to my lack of confidence in his judgment and ability to command. CDR (b)(6), (b)(7)(c) substandard maintenance practices, poor communication, questionable operational readiness, and inaccurate accounting of equipment and personnel, along with a pervasive command climate of distrust, all factored into my decision to relieve him. CDR (b)(6), (b)(7)(c) consistently struggled with performance issues, addressed in November 2018 by two separate Letters of Instruction (LOI) from (b)(6), (b)(7)(c) and (b)(6), (b)(7)(c) respectively. See enclosures (1) and (2). Enclosure (3), a (b)(6), (b)(7)(c) January 2019 preliminary inquiry, informed me of an additional instance of misconduct. The investigation revealed that CDR (b)(6), (b)(7)(c) was derelict in his duty to cooperate with (b)(6), (b)(7)(c) by unlawfully ordering his subordinates not to participate in the (b)(6), (b)(7)(c) investigation, a delay that negatively affected operational risk abroad, and once again called into question his ability to appropriately shape morale and good order and discipline.

4. CDR (b)(6), (b)(7)(c) was not able to effectively prioritize and manage resources and Sailors; he negatively impacted the operational readiness and morale of his (b)(6), (b)(7)(c) so drastically that immediate removal from Command was necessary. He is currently TDY to (b)(6), (b)(7)(c) (b)(6), (b)(7)(c). His continued presence onboard inhibits the ability of (b)(6), (b)(7)(c) to accomplish its mission.

Subj: DETACHMENT FOR CAUSE ICO CDR (b)(6), (b)(7)(c) USN

5. CDR (b)(6), (b)(7)(c) should not be required to show cause for retention in the naval service. Although I have significant reservations about his leadership abilities in an operational role, I believe he still has the ability to contribute positively to the Navy in another capacity.

6. I have given a copy of this request to CDR (b)(6), (b)(7)(c) this date and have informed CDR (b)(6), (b)(7)(c) by enclosure (4) that the request may be filed in his official record. CDR (b)(6), (b)(7)(c) was also informed per enclosure (4) that he has a right to submit a written statement and has 15 days to do so.

Copy to:  
CDF (b)(6), (b)(7)(c)